

# SSEA



## **Tentative Compensation & Policy Package Summary**

**5/16/25**

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# **Policy Proposal**

# **NP-6/39 Salary Placement**

- **A maximum of nine (9) years of experience will be considered (NP-6 and NP-39)**
- **Educators obtaining an MA degree of 60 credits or more will be placed at MA +20/30 on the salary schedule.**
- **OT, SLP, PSY Schedule**

# **NP-34A RETIREMENT PLAN**

## **(Licensed Staff)**

- **A Full-time years of service in Steamboat Springs School District**
  - **Lump Sum**
  - **18-21 \$9,000**
  - **22-25 \$11,000**
  - **26+ \$13,000**
- **A licensed employee employed by the district as of September 15, 2024, shall qualify for the Retirement plan under NP-34 A. Employees hired after this date will not be eligible for this benefit.**

# **NP-34B RETIREMENT PLAN**

## **(Licensed Staff)**

- **An employee in the district for at least 18 years may apply for approval by the Director of Teaching & Learning to work up to 10 additional days for up to three consecutive years and will be paid their current per diem. Funds earned as a result of working the additional 10 days shall be considered “salary” per C.R.S. 24-51-101(42).**
- **NP-34 B-E - Small changes to creating the plan.**

# **NP-57 RETIREMENT PLAN**

**(Classified Staff)**

- **Full-time years of service in Steamboat Springs School District**
  - **18-21 \$4,500**
  - **22-25 \$5,500**
  - **26+ \$6,500**
  - **A classified employee employed by the district as of September 15, 2024, shall qualify for the Retirement plan under NP-34 A. Employees hired after this date will not be eligible for this benefit.**
- **NP-57 B - small changes**

# **NP-11 EXTRA DUTY PLAN PAY**

- **Mentor Pay**
- **Level 6**
- **On a step schedule**
- **Pay will increase with years of mentor experience**

# **Compensation Proposal**



# Classified Staff Compensation

- Raise all hourly wages by \$2.00
- Raise the base of all classified categories by 75% of the increase.
- Raise the max by a commensurate rate.
- The average increase is 8.13%.

# Tentative Classified Min/Max Schedule

Job Title	New Hire Min	Current Employee Min	Max Pay
Accountant	30.85	31.35	47.49
Ast. to Superintendent	36.21	36.71	55.82
Registrar - Middle School	28.77	29.27	44.27
Bus Driver	29.23	29.73	44.98
Lead Bus Mechanic	34.09	34.59	52.51
Campus Supervisor	26.32	26.82	40.47
Career/College/Credit Recovery Coord	29.40	29.90	45.25
Custodian	25.50	26.00	39.20
Custodian - Lead	27.85	28.35	42.84
Daily Building Sub	26.11	26.61	40.15
ESS Data Specialist	32.09	32.59	49.71
Groundskeeper	28.32	28.82	43.57
HR Generalist	32.09	32.59	49.41
Maintenance	30.07	30.57	46.28
Network Support Specialist	33.68	34.18	51.88
Nutritional Services Sous Chef	26.20	26.70	40.29
Office Manager	29.98	30.48	46.14
Paraprofessional - SPED	26.11	26.61	40.15
Paraprofessional - Preschool	26.11	26.61	40.15
Paraprofessional - Classroom	26.11	26.61	40.15
Paraprofessional - Health Tech	26.11	26.61	40.15
Payroll Manager	32.09	32.59	49.41
Preschool Instructor	29.28	29.78	45.06
Registrar - High School	29.40	29.90	45.25
Secretary	27.21	27.71	41.85
Senior Network Support Engineer	42.33	42.83	65.29
SLPA	31.69	32.19	48.79
Translator/Interpreter	30.41	30.91	46.81

# Licensed Staff Compensation

- Raise base to \$55,000, follow formulas in current salary schedule.
  - 2.8% increase
- Steps and Lanes for all employees.
  - Step = 2.4%
- The average increase is about 4.98%

# Tentative Licensed Schedule

Step	BA	BA+10	BA+20	MA	MA+10	MA+20	MA+40	MA+60	ED_DOC
0	55,000	56,007	57,014	58,021	59,028	60,035	62,047	64,059	66,071
1	56,320	57,351	58,382	59,414	60,445	61,476	63,536	65,596	67,657
2	57,672	58,728	59,784	60,839	61,895	62,951	65,061	67,171	69,280
3	59,056	60,137	61,218	62,300	63,381	64,462	66,622	68,783	70,943
4	60,473	61,580	62,688	63,795	64,902	66,009	68,221	70,434	72,646
5	61,924	63,058	64,192	65,326	66,460	67,593	69,859	72,124	74,389
6	63,411	64,572	65,733	66,894	68,055	69,216	71,535	73,855	76,175
7	64,933	66,121	67,310	68,499	69,688	70,877	73,252	75,628	78,003
8	66,491	67,708	68,926	70,143	71,360	72,578	75,010	77,443	79,875
9	68,087	69,333	70,580	71,827	73,073	74,320	76,810	79,301	81,792
10	69,721	70,997	72,274	73,550	74,827	76,103	78,654	81,204	83,755
11	71,394	72,701	74,008	75,316	76,623	77,930	80,542	83,153	85,765
12	73,108	74,446	75,785	77,123	78,462	79,800	82,475	85,149	87,823
13	74,862	76,233	77,603	78,974	80,345	81,715	84,454	87,193	89,931
14	76,659	78,062	79,466	80,869	82,273	83,677	86,481	89,285	92,090
15	78,499	79,936	81,373	82,810	84,248	85,685	88,556	91,428	94,300
16			83,326	84,798	86,270	87,741	90,682	93,622	96,563
17			85,326	86,833	88,340	89,847	92,858	95,869	98,880
18			87,374	88,917	90,460	92,003	95,087	98,170	101,254
19			89,471	91,051	92,631	94,211	97,369	100,526	103,684
20			91,618	93,236	94,854	96,473	99,706	102,939	106,172
21						98,788	102,099	105,409	108,720
22						101,159	104,549	107,939	111,329
23						103,587	107,058	110,530	114,001
24						106,073	109,628	113,182	116,737
25						108,618	112,259	115,899	119,539
26						111,225	114,953	118,680	122,408
27						113,895	117,712	121,529	125,346

# **OT, SLP, and PSY. Salary Schedule**

- Increase the base of the OT, SLP, and PSY salary schedule with a base \$2000 higher than the licensed salary schedule. No one will be placed on any columns below the MA +20 Column on the OT/SLP/Psych Salary Schedule unless on a temporary or interim license.

# Tentative OT, SLP, PSY Schedule

MA+20	MA+40	MA+60	ED_DOC
62,035	64,047	66,059	68,071
63,524	65,584	67,644	69,705
65,048	67,158	69,268	71,378
66,610	68,770	70,930	73,091
68,208	70,420	72,633	74,845
69,845	72,111	74,376	76,641
71,521	73,841	76,161	78,481
73,238	75,613	77,989	80,364
74,996	77,428	79,860	82,293
76,796	79,286	81,777	84,268
78,639	81,189	83,740	86,290
80,526	83,138	85,749	88,361
82,459	85,133	87,807	90,482
84,438	87,176	89,915	92,653
86,464	89,268	92,073	94,877
88,539	91,411	94,283	97,154
90,664	93,605	96,545	99,486
92,840	95,851	98,862	101,874
95,068	98,152	101,235	104,319
97,350	100,507	103,665	106,822
99,686	102,920	106,153	109,386
102,079	105,390	108,700	112,011
104,529	107,919	111,309	114,699
107,037	110,509	113,981	117,452
109,606	113,161	116,716	120,271
112,237	115,877	119,517	123,158
114,931	118,658	122,386	126,113
117,689	121,506	125,323	129,140

# Insurance

- The district projected increases at a total of 24%
- Employee increase will not begin until January.
- The district has agreed to add a insurance committee to NP-13 policy.
- SSEA will have 5 members on the committee.

# Insurance

	2025-26 Renewal						
					Budget Impact	Employer Contribution Impact	Employee Contribution Impact
<b>PPO</b>	Total Rate	Employee Contribution	Employee % of Premium	Employer Contribution	Monthly	Monthly	Monthly
Employee Only	\$1,079.74	\$54.74	5%	\$1,025.00	\$96.42	\$80.72	\$15.70
Employee + Spouse	\$2,159.47	\$1,134.47	53%	\$1,025.00	\$554.74	\$80.72	\$474.02
Emp + Child(ren)	\$1,965.12	\$940.12	48%	\$1,025.00	\$543.36	\$80.72	\$462.64
Family	\$2,699.34	\$1,674.34	62%	\$1,025.00	\$710.25	\$80.72	\$629.53
Emp + Emp	\$2,159.47	\$109.47	5%	\$2,050.00	\$554.74	\$445.27	\$109.47
Emp + Emp + Fam	\$2,699.34	\$399.34	15%	\$2,300.00	\$710.25	\$411.44	\$298.81
<b>HDHP</b>							
Employee Only	\$1,047.34	\$22.34	2%	\$1,025.00	\$103.06	\$80.72	\$22.34
Emp + Spouse	\$2,094.69	\$1,069.69	51%	\$1,025.00	\$539.36	\$80.72	\$458.64
Emp + Child(ren)	\$1,906.17	\$881.17	46%	\$1,025.00	\$517.34	\$80.72	\$436.62
Family	\$2,618.36	\$1,593.36	61%	\$1,025.00	\$729.63	\$80.72	\$648.91
Emp + Emp	\$2,094.69	\$44.69	2%	\$2,050.00	\$539.36	\$494.67	\$44.69
Emp + Emp + Fam	\$2,618.36	\$318.36	12%	\$2,300.00	\$729.80	\$411.44	\$318.36